

**WASHINGTON STATE
WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD
MEETING NO. 110
MAY 11, 2006**

INDUSTRY SKILL PANEL STANDARDS

The Industry Skill Panel initiative is now five years old. In those five years, the Workforce Training and Education Coordinating Board (Workforce Board) has fostered the development of Industry Skill Panels and has watched the panels grow and evolve into strong, valuable partnerships. By designing and implementing solutions to solve skill shortages, Industry Skill Panels have become a recognized and critical part of improving our workforce development system.

The next step in the Workforce Board's leadership for Industry Skill Panels is to develop and adopt a set of standards. These standards will be used to select Industry Skill Panels for funding, identify "Best Practices" among Industry Skill Panels, track progress, and identify technical assistance, needs, communicate Industry Skill Panel results to the Governor and the Legislature, support legislative budget requests, and evaluate how well the Industry Skill Panels are performing as part of the Government Management Accountability and Performance system.

The 10 standards on the following pages were developed by staff at the Workforce Board with stakeholder input. They take into account Industry Skill Panel patterns, successes, and future possibilities. Accompanying each standard are one or more measures.

Board Action Required: Adoption of the recommended motion.

RECOMMENDED MOTION

WHEREAS, Industry Skill Panels engage business, education, and labor to devise strategies to meet employer and worker needs in key economic clusters; and

WHEREAS, a 2006 draft strategy in *High Skills, High Wages: Washington State's Strategic Plan for Workforce Development* is to “further develop skill panels by sustaining and creating more panels in key economic clusters, establishing statewide panels in select industries, and by enhancing the ability of skill panels to leverage resources to address skills shortages;” and

WHEREAS, it is the interest of the Workforce Training and Education Coordinating Board to demonstrate to the Governor, the Legislature, and to workforce development stakeholders the value of current and future skill panels funded by the Workforce Board, and

WHEREAS, Industry Skill Panels in construction, advanced manufacturing, marine technology, energy generation, aerospace, medical devices, life sciences, agriculture and food processing, and others report many successes; and

WHEREAS, the Workforce Training and Education Coordinating Board actively participates in the Government Management Accountability and Performance system and is committed to evaluating the impact and benefits of investments in industry skill panels; and

WHEREAS, the Workforce Training and Education Coordinating Board believes that applying these standards will improve the workforce development system by closing skill gaps for employers and job seekers;

THEREFORE BE IT RESOLVED, the Workforce Training and Education Coordinating Board adopts the Industry Skill Panel Standards.

INDUSTRY SKILL PANEL STANDARDS (DRAFT)

Industry Skill Panels

1. Focus on Solutions with Economic Impact. <i>Panels work on skill shortages that have significant impact on the regional or state economy.</i>	
Measures	<ul style="list-style-type: none"> • Department of Revenue employer units (as defined in the Department of Revenue's <i>Quarterly Business Review</i>) and industry total revenue calculations. • Location quotient calculations.
2. Attract Industry Leaders. <i>From chief executive officers to labor leaders and subject matter experts, panels attract a diverse blend of actively involved leaders. There is a shared understanding of each other's needs.</i>	
Measures	<ul style="list-style-type: none"> • Review of panel agendas, minutes, and rosters. • Evidence of active participation of key business leaders, key labor leaders, and subject matter experts. • Demonstration that Industry Skill Panel members advocate for solutions before the Legislature and in other venues.
3. Operate Strategically. <i>Panels capitalize on state and regional workforce and economic development plans. They adapt to the changing business environment by identifying their industry's biggest skill shortages and developing new strategies to close the gaps.</i>	
Measures	<ul style="list-style-type: none"> • Evidence that panels take advantage of or capitalize on existing workforce and economic development plans. • Evidence that panel members reach consensus on priorities and revisit those priorities to adjust to changing market conditions. • Evidence that Industry Skill Panels and Center of Excellence (if applicable) goals and objectives support one another.
4. Improve the State's Workforce Development System. <i>Panels can readily point to results. Panel involvement is a priority for businesses.</i>	
Measures	<ul style="list-style-type: none"> • Expanded capacity in critical career areas. (Number of training slots.) • Evidence of skill panel influence or adoption of skill panel recommendations in training curriculum development, where applicable. • Employers learn about, and make use of, business services offered through the WorkSource system. (Number or percent of skill panel employer participants.) • Stronger industry connection to K-16 system. (Measures depend upon specific activity of skill panels and could include, e.g., number of youth career outreach programs established for a specific industry, number of pre-apprenticeship programs offered in skills centers, increased enrollments in career and technical education programs, etc.)

	<ul style="list-style-type: none"> Increased K-16 system connectivity demonstrated by 1) the number of successfully executed tech-prep articulation agreements between K-12 and the community and technical colleges and/or 2) articulation agreements executed between the 2 year and 4 year college systems. Business investment in Industry Skill Panel solutions. (Value of investment.) Increased use of workforce development programs by businesses serving on panels (e.g., Job Skills, incumbent worker training program, and Customized Employment Training programs).
5. Attract Funding and Resources for Industry Solutions. <i>Panels successfully seek additional funding, such as grants, cash, and in-kind contributions for job training or to sustain their panels.</i>	
Measure	<ul style="list-style-type: none"> The value of funding and resources.
6. Promote Achievements. <i>Panels increase awareness of needs and solutions for their industries.</i>	
Measure	<ul style="list-style-type: none"> Evidence that Industry Skill Panels disseminate products, results, and best practices to businesses, economic developers, labor, the media, the Legislature, and the Governor's office.
7. Manage Effectively. <i>Panels maintain consistent and effective management.</i>	
Measure	<ul style="list-style-type: none"> Evidence of consistent and efficient management regardless of change in leadership or panel composition.
8. Satisfy Employers. <i>Participating employers are satisfied with panel work.</i>	
Measure	<ul style="list-style-type: none"> Results of employer satisfaction survey.
9. Create Sustainability. <i>Panels continue without financial support from the Workforce Board.</i>	
Measure	<ul style="list-style-type: none"> Number of panels that actively continue.
10. Foster Relationships Among Partners. <i>The panel succeeds as an industry "convener" enabling stakeholders to develop a common understanding of partners' cultures and human resource priorities.</i>	
Measure	<ul style="list-style-type: none"> Number of collaborative projects completed (e.g., curriculum development, grant applications and awards, conferences, and youth outreach efforts, etc.).